



## CONTRACTED FARM WORKERS RIGHTS

### What are your rights when you work for a Farm Labor Contractor?

Washington State law protects the rights of working people. If your employer denies your rights, the Washington Department of Labor and Industries (L&I) can help you. You have these rights whether you are recruited and paid by a farm labor contractor -- or you work directly for the agricultural business needing your help.

You have the right to:

- **Regular wages.** You must be paid at least minimum wage. You must be paid on set paydays and receive a statement of your wages. Payday must be at least once a month.
- **Rest breaks and a meal period.** You have the right to a paid 10-minute rest break for each four hours you work. You must be allowed a meal break of at least 30 minutes about midway through your shift. Your employer does not have to pay you for the meal break unless you are required to remain on duty.
- **A safe and healthy workplace.** Your employer must follow Washington state rules protecting workers on the job. If you think an unsafe condition exists, tell your employer. If you tell L&I about safety concerns, you may ask that your name not be revealed to your employer.
- **Help if you are hurt on the job.** If you are hurt on the job, go to a doctor and file a workers' compensation claim. The doctor should help you fill out the form. L&I will pay medical bills for your injury and often will replace some of your wages if you need time off work to recover.
- **Protection from discrimination.** It is against the law for your employer to discriminate against you for reporting unsafe conditions or filing a workers' compensation claim. Call L&I if this happens.
- **An upfront agreement before you begin working:** If you are recruited by a farm labor contractor for a job, this contractor must show you a current state license. The license will show the amount of insurance or money set aside to make sure you can be paid. Also, this contractor must give you a written statement describing the work you will be doing and your wages.

### Where can you learn more about your rights?

Call the Farm Worker Information line. The call is free:  
1-866-219-7321

This will give you recorded information (in Spanish or English) about your rights as a farm worker and the current minimum wage. It also will explain what you can do if you are having a problem getting paid or believe you have unfair working conditions. You also may call the Department of Labor and Industries office nearest you or call Employment Standards at 360-902-5316.